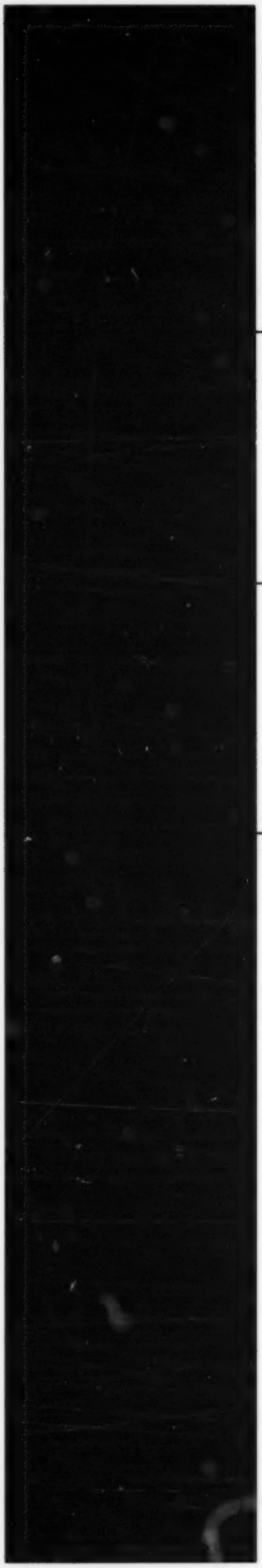


Government of
Saskatchewan

2005 - 2006
Annual Report

Saskatchewan
Labour

106-07042/

Table of Contents

Letters of Transmittal 3

Introduction 4

Who We Are 4

2005-06 Results at a Glance 8

Summary of Performance Results 8

Summary of Financial Results 11

2005-06 Performance Results 12

Goal 1 - Fair Workplaces 12

Goal 2 - Co-operative Workplaces 15

Goal 3 - Healthy and Safe Workplaces 17

Goal 4 - Equality of Saskatchewan Women 32

2005-06 Financial Results 36

Summary of Expenditures 36

Summary of Revenues 37

Where to Obtain Additional Information 38

Appendices 39

Appendix A: Organization Chart 39

Appendix B: Legislation Administered by Saskatchewan Labour 40

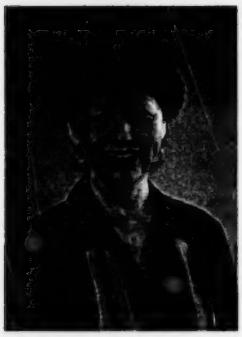
Letters of Transmittal

Her Honour the Honourable Dr. Lynda M. Haverstock
Lieutenant Governor of Saskatchewan

May it Please Your Honour:

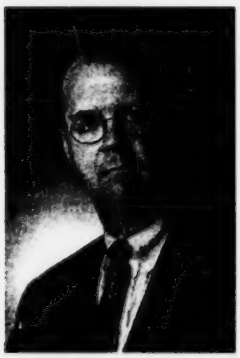
It is our privilege to submit the Annual Report for Saskatchewan Labour for the fiscal year ending March 31, 2006.

Respectfully submitted,



David Forbes
Minister of Labour

Joan Beatty
Minister Responsible for the Status of Women



The Honourable David Forbes
Minister of Labour

The Honourable Joan Beatty
Minister Responsible for the Status of Women

Dear Ministers:

I have the honour of submitting the Annual Report for Saskatchewan Labour for the fiscal year ending March 31, 2006.

Respectfully submitted,

W. G. Craik
Deputy Minister Of Labour

Introduction

The 2005-06 Annual Report of Saskatchewan Labour describes the Department's results for the key actions and performance measures that were published in the 2004-05 Performance Plan released in March 2005. It describes the Department's results associated with the key actions included in *Our Plan for 2005-06* (the government-wide plan released with the 2005-06 budget, available at www.gov.sk.ca/finance/budget/budget05/ourplan.pdf).

This year's annual report contains a number of enhancements that are the result of the continued implementation of the government's Accountability Framework. Enhancements include improved and more detailed financial reporting and a fuller analysis and discussion of the Department's performance results. Reporting actual financial and performance results as compared to the Performance Plan released earlier increases accountability to the public. Most notably, a detailed report on the activities of the Office of the Worker's Advocate is included for the first time.

The Department's 2006-07 Performance Plan was released with the provincial budget on April 6, 2006. It is available at www.labour.gov.sk.ca.

Who We Are

Saskatchewan Labour's vision is a prosperous Saskatchewan that benefits from healthy workplaces and the equality of women.

The mandate of the Department is to ensure that Saskatchewan workers are employed in safe, fair and productive workplaces. The Department carries out this mandate through labour legislation, prevention, education and training services, through promoting, developing and enforcing occupational health and safety and labour standards, providing support to injured workers and assisting in preventing and resolving workplace disputes. The Department also works in partnership with all other provincial departments and Crown Corporations towards the goal of equality for all Saskatchewan women.

Saskatchewan Labour works with employees and employers in a variety of ways to help ensure positive workplaces and prevent negative outcomes within work environments. The Department has 178.3 full-time equivalent staff positions in offices in Regina, Saskatoon, Prince Albert, Estevan, Moose Jaw, North Battleford, Swift Current and Yorkton.

Our mission reflects the realization that a thriving economy depends upon a shared commitment to safety, co-operation and equity by all employees and employers and the full participation of women in all sectors and facets of the economy.

The Department's activities are categorized into seven main areas that focus on achieving our vision of healthy workplaces, the equality of women and our goals that support the economic and social development of the province.

The Labour Relations and Mediation Division provides information, training, bargaining assistance and mediation to labour and management in unionized workplaces. The Division assists unions and management to resolve difficult labour disputes and work stoppages due to strikes and lockouts. Conciliation is provided to parties involved in collective bargaining disputes. Grievance mediation helps parties resolve issues prior to the arbitration stage. The Division also helps parties improve communication and enhance and rebuild working and bargaining relationships.

The Division assists parties with interest-based negotiation (IBN) and grievance and workplace mediation in order to prevent workplace conflict or resolve existing conflict. It delivers training to unionized workplaces in the areas of IBN and conflict resolution to improve participants' problem-solving skills.

The Labour Standards Branch provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. The Branch aims not only to enforce labour legislation, but also to ensure that employees and employers are aware of their rights and responsibilities under these laws.

The Branch:

- Investigates labour standards related complaints
- Undertakes collection action in support of unpaid wages
- Responds to anonymous third-party complaints where there is evidence of non-compliance
- Maintains a toll-free inquiry call centre during business hours and a 24-hour automated messaging system
- Develops and disseminates targeted information tools to inform employers and employees about their rights and responsibilities in the workplace
- Undertakes a variety of pro-active initiatives to encourage and enhance compliance

The Occupational Health and Safety (OHS) Division works to improve workplace health and safety through five inter-related and complementary strategies. These include:

- Increasing employer/worker involvement in reducing workplace hazards
- Enforcing standards through workplace inspections and other enforcement tools
- Providing workplaces with technical support to identify and reduce hazards in such areas as air quality, radiation, toxicology and ergonomics

- Providing youth and future workers with health and safety orientation before reaching the workplace

- Increasing public awareness that health and safety must be part of workplace culture

Broadly based educational programming involves strategic development, delivery and distribution of integrated programs and educational resources to address the principles of healthy and safe, fair and co-operative workplace practices. The Department, through its Occupational Health and Safety (OHS) Division and Labour Standards Branch, works in partnership with a broad base of stakeholders, including government, educational institutions, Aboriginal and Métis organizations, community-based organizations, and business and labour groups. Key areas of focus include the development of materials related to the *Ready for Work* program, the integration of occupational health and safety and labour standards information into First Nations and Métis training and educational programs and the implementation and promotion of injury prevention initiatives, including *Grow Up With Safety.*

The Office of the Worker's Advocate provides assistance to any worker or dependant of a worker who has suffered an industrial accident or disease and who is involved in a dispute with the Workers' Compensation Board concerning a compensation claim.

The Worker's Advocates represent injured workers or their dependents at all levels of appeal with the Workers' Compensation Board. While the main focus is the representation of workers through the appeals process, the office also assists injured workers or their dependents in any way that enables them to obtain the benefits to which they are entitled without having to take the dispute through the formal appeals process.

Economic development, productivity and growth in Saskatchewan are strongly influenced by fair and balanced labour legislation. The Planning and Policy Division works with employees, employers and the associations that represent them, as well as community-based organizations and the general public to ensure that policies, legislation and regulatory frameworks balance the interests of employees and employers by promoting and regulating healthy and safe workplaces, co-operation and employer and employee rights and responsibilities in Saskatchewan.

The Division also conducts and publishes a biennial survey of wages in Saskatchewan and disseminates information on negotiated wage settlements, work stoppages, and union membership in Saskatchewan.

The Work and Family Unit uses a capacity building approach that provides practical assistance to Saskatchewan employers, employees and community organizations to deal with issues of stress and fatigue that arise out of the lack of balance between work and family. This assistance includes community development expertise on the development of partnership groups that focus on work-family issues, as well as a range of

knowledge-transfer resources, including self-help research instruments that equip employers and employees to make their workplace more family-friendly.

The Status of Women Office provides strategic direction and leadership to government on policy direction affecting the status of Saskatchewan women. In partnership with all government departments and Crown corporations, the goal is to achieve economic and social equality for Saskatchewan women. *The Action Plan for Saskatchewan Women* provides a framework to guide the government in addressing women's equality issues in the Province. Through the Interdepartmental Committee of Advisors on Women's Policy, individual departments and agencies are responsible for ensuring that women's issues are considered in government's decision-making. The Office is a single window into government for women's organizations and fosters relationships with community stakeholders. Facilitating positive communication linkages with the women's community assists in having women's issues reflected in government activities and initiatives. The Action Plan and its companion document *Government Initiatives Responding to Women's Issues* are available on the web at www.swo.gov.sk.ca. Printed copies are available by contacting the Status of Women Office at: 1870 Albert Street, REGINA SK S4P 4W1, or by phone (306) 787-7401.

Meeting performance objectives requires that the Department work closely with key partners in the delivery of services.

2005-06 Results at a Glance

Summary of Performance Results

The Department responded to many challenges facing employees and employers and women and the women's community. Highlights of the most significant performance results are shown below.

Goal 1 – Fair Workplaces

- Responded to approximately 66,700 inquiries. Approximately 70 per cent were from employees, 24 per cent were from employers and six per cent were from others.
- Completed 2,440 individual investigations, assessed $2.26 million in additional wages and collected $1.31 million.
- Accepted and investigated anonymous or third party complaints where there was evidence to suggest non-compliance with *The Labour Standards Act* and *Regulations*. This generated a targeted response in 92 different workplaces covering about 2,400 employees and resulted in additional wage payments in excess of $64,000 and the rectification of several non-wage provisions.
- In partnership with the Retail Council of Canada, completed the development of an information package on labour standards specifically for employers and employees in that industry. Distribution of the package is targeted for the fall 2006.
- Amended *The Labour Standards Act* to clarify certain aspects of whistleblower protection, including allowing the Director of Labour Standards to issue an order to comply with the legislation or reinstate a dismissed worker who reported wrongdoing.
- Increased the minimum wage and the corresponding minimum call-out pay in two stages: $7.05, effective on September 1, 2005 and $7.55, effective on March 1, 2006.

Goal 2 – Co-operative Workplaces

- Delivered 13 conflict resolution training courses and five interest-based negotiation training courses.
- Completed 23 workplace mediations.
- Helped resolve high profile collective bargaining disputes at Saskatchewan Association of Health Organizations (SAHO), First Bus Canada (Paratransit Services), Wheat City Metals, and Temple Gardens Mineral Spa.
- Amended *The Trade Union Act* to clarify the powers of the Labour Relations Board, as well as the timelines for first collective agreements.

Goal 3 – Healthy and Safe Workplaces

- Enhanced education and enforcement initiatives to reduce Saskatchewan's high number of workplace injuries and illnesses through continuing the implementation of *The Action Plan for Healthy and Safe Workplaces.*

- Enhanced resources for investigations and prosecutions through the completion of a successful pilot initiative with the Workers' Compensation Board (WCB) and Saskatchewan Justice, which has resulted in Saskatchewan Justice permanently assigning a dedicated, full-time prosecutor to OHS and WCB related cases.

- An additional 452 occupational health committees were established, bringing the total number to 4,558 across the province. A total of 4,197 workers and employers received committee and supervision training through 203 courses.

- Conducted 4,079 inspections.

- Provided 5,175 testing and other technical services to workplaces related to occupational hygiene, toxicology, radiation and mine safety.

- Amended *The Workers' Compensation Act, 1979* to expand the list of diseases related to the occupation of firefighting whereby it is presumed that a fire fighter who has one of the listed diseases acquired the disease as a result of his or her working as a fire fighter.

- Enacted new occupational health and safety regulations that require the use of needle safe devices and improved exposure control plans, the most rigorous of its kind in Canada, to reduce puncture injuries of health care and correctional workers.

- Embarked on Phase II of the *Building OHS Capacity Sector Partnership* of Saskatchewan Labour, Saskatchewan Learning, SIAST and key occupational health and safety stakeholders, focusing on involving the Aboriginal Community, reaching more young workers and providing more access to post-secondary programs such as the OHS Applied Certificate Program offered by SIAST.

- Delivered *Ready For Work* program orientation to 159 teachers through ten workshops. This would translate into approximately 3,900 students being exposed to work skills education resources.

- Assisted the Occupational Health and Safety Council to undertake the periodic review of occupational health and safety legislation.

- Six workplaces are or have begun working with *The Family-Friendly Workplace Portfolio.*

- Seven groups (including Human Resource Directors, Human Resource Managers, Employer Associations, Union groups and a multi-sector group from a rural community) received formal training in applying *The Family-Friendly Workplace Portfolio.* The number of individuals who participated in these sessions was 163.

- The Family-Friendly Workplace Award was successfully implemented. The Gala event on December 1, 2005 recognized the winners, which were selected from 56 applicants.

- The Work and Family Balance Unit co-chaired a partnership committee with the Saskatchewan Human Rights Commission which included the Department's Labour Standards Branch and Status of Women Office, Saskatchewan Health, Service Canada and the Breastfeeding Committee for Saskatchewan, to produce the booklet *Pregnancy, Parenting and the Workplace...What Employees and Employers Need to Know.* This booklet was officially launched on May 12, 2006.

- Reduced the wait time for the services of a Worker's Advocate from nine months, in April 2004, to eight weeks, in April 2006.

- Reduced the wait time for workers requiring assistance from a Worker's Advocate in preparing their file for submission to the Appeals Committee to less than one week after initial contact with the office.

Goal 4 – Equality of Saskatchewan Women

- Provided gender-based analysis training to 34 public service staff in government departments and agencies, as well as Crown corporations.

- Continued to provide advice, analysis and resources to organizations that are covered by the Pay Equity Policy Framework.

- Sponsored 91 organizations, which in turn hosted 49 events throughout the province, in recognition of International Women's Day (March 8).

- The 3rd Annual Women's Forum took place in April 2005 with representation from government and approximately 45 non-government organizations. This forum provided an opportunity for women's groups to respond to the first *Progress Report on the Action Plan for Saskatchewan Women*, as well as to network and participate in group discussions.

- Grants ranging from $100 - $5,000 were provided to 10 organizations during 2005-06 for a total of $7,650.

- Hosted the annual Federal-Provincial-Territorial Ministers Responsible for the Status of Women meeting, which provides an opportunity for other jurisdictions to examine ways of advancing equality for women and to exchange information on important issues affecting women in Canada.

Summary of Financial Results

The Department of Labour has spent $14.751 million in 2005-06 against a budget of $14.770 million.

The revenue realized in 2005-2006 was $8.754 million against a budget of $8.332 million. The additional revenue was due to higher costs in Occupational Health and Safety, which resulted in a greater amount in billable costs to the Workers' Compensation Board.

The Full-Time Equivalent (FTE) utilization for 2005-2006 was 170.6 FTEs against a budget of 178.3 FTEs. The saving of 7.7 FTEs is due to difficulty recruiting a number of positions and normal attrition.

2005-06 Performance Results

Introduction

The following section provides detailed information on the progress that we have made towards our longer-term goals and objectives.

Annual performance information is used to assess overall progress towards goals and objectives each year, and in turn to inform future plans and actions.

The key actions originally presented in our 2005-06 Performance Plan are listed below, followed by a report on our actual progress. Actual results information is included for all key actions and performance measures that were published in our 2005-06 Performance Plan.

The 2005-06 Performance Plan provides further information on the Department's performance measures, and is available at www.labour.gov.sk.ca

Goal 1 – Fair Workplaces

Objective – Increase awareness of, and adherence to, labour standards legislation

Labour Standards is one of the Department's primary front-line programs.

The Branch provides services to Saskatchewan employees and employers in support of fair and equitable workplace practices. The objective is to enhance compliance by developing and providing timely access to pertinent labour standards information that can be used to avoid or resolve workplace concerns, by targeting non-compliant sectors and by continuing to investigate and resolve formal complaints. The Branch:

- Investigates and resolves labour standards complaints from eight different locations across the province
- Works with affected parties to resolve labour standards workplace concerns
- Maintains a toll-free inquiry call centre in Regina
- Develops and disseminates targeted information tools to inform employees and employers about their rights and responsibilities in the workplace
- Develops and implements compliance and service delivery strategies
- Develops and applies legislative interpretation and application
- Partners with OHS on the *Ready for Work* (RFW) initiative
- Undertakes a variety of initiatives to encourage and ensure compliance with labour standards legislation and regulations

Key Results

Print and distribute an information guide for the retail sector, which often provides first work experiences for many new and young workers, to inform employers and

employees about their rights and responsibilities in the workplace [2005-06 planned result].

- In partnership with the Retail Council of Canada, completed the development of an information package on labour standards specifically for employers and employees in that industry. Distribution is targeted for fall, 2006.

Maintain a toll-free inquiry call centre to provide labour standards information to the 50,000-70,000 workers, employers, and human resource practitioners who call annually [2005-06 planned result].

- Responded to approximately 66,700 calls. Approximately 70 per cent were from employees, 24 per cent were from employers and six per cent were from others.

Continue to accept and investigate anonymous or third party complaints where there is evidence to suggest non-compliance with *The Labour Standards Act* and *Regulations* [2005-06 planned result].

- Continued to accept and investigate anonymous or third party complaints where there is evidence to suggest non-compliance with *The Labour Standards Act* and *Regulations.* This generated a targeted response in 92 different workplaces covering about 2,400 employees and resulted in additional wage payments in excess of $64,000 and the rectification of several non-wage provisions. The top five issues resolved were overtime discrepancies, failure to provide work schedules, incorrect payment for work on a public holiday (at 1.5 times), incorrect public holiday calculations, and failure to pay wages earned within the time frame prescribed by the legislation.

Undertake approximately 2,500 labour standards investigations in response to formal complaints and assess approximately $1.5 million in unpaid wages [2006-06 planned result].

- Completed 2,440 investigations, assessed $2.26 million in additional wages and collected $1.31 million.

Amend *The Labour Standards Act* to protect employees who report illegal acts to a supervisor or lawful authority [2005-06 planned result].

- Amended *The Labour Standards Act* to clarify certain aspects of whistleblower protection, including allowing the Director of Labour Standards to issue an order to comply with the legislation or reinstate a dismissed worker who reported wrongdoing to a lawful authority including a supervisor.

Appoint the Commission on Improving Work Opportunities for Saskatchewan Residents to make recommendations to government to improve access by part-time and vulnerable workers to employment income and benefits and work opportunities in Saskatchewan [2005-06 planned result].

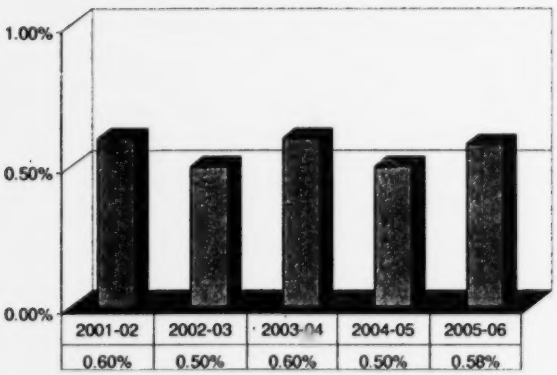
- The Commission on Improving Work Opportunities for Saskatchewan Residents, which submitted its final report in February 2006, made 25 recommendations under six themes: low-income workers, aboriginal employment, training and employment, labour legislation, childcare/balancing work and family, and post-Commission process.

In addition to the 2005-06 planned results, the government renewed its commitment to increase the minimum wage [Throne Speech commitment].

- Increased the minimum wage and the corresponding minimum call-out pay in two stages: $7.05, effective on September 1, 2005 and $7.55, effective on March 1, 2006.

Measurement Results

Per cent of the non-agricultural workforce that filed a complaint with the Labour Standards Branch



Source: Department of Labour, Labour Standards Case Management System Statistics. Canada 71F0004XCB, Labour Force Historical Review, 2005, *as cited in The Saskatchewan Labour Force Report.*

The performance measure result is arrived at by calculating the number of formal complaints received by the Labour Standards Branch as a percentage of the non-agricultural workforce.

The Department has a low level of influence on complaints filed. Complaints will always be received; an acceptable target is that 99 per cent or greater (of the eligible non-farm workforce) should not need to file a formal complaint.

However, the measures provide an overview of non-compliance. This will assist in reallocating or refocusing resources and efforts towards sectors with unacceptable compliance rates and complaints. The Department can have a significant impact on workplaces found in non-compliance.

Business insolvencies due to external, non-controllable factors will adversely impact this measure, as the voluntary resolution option is no longer available and formal complaints become necessary.

A comparable jurisdiction is not available, however, Alberta uses a percentage of employers whose employment practices resulted in no complaints registered with the Employment Standards Branch. For 2004-05 the percentage is 97.6 per cent.

The 2005-06 data was not yet released at the time of this report. For further information visit the Government of Alberta Employment Standards Branch online at www3.gov.ab.ca/hre/pdf/annrpt05_06.pdf .

Goal 2 – Co-operative Workplaces

Objective – Improved skills for employers and workers in unionized workplaces to manage co-operative relationships

Workplace relationships embody many complex issues that, if not resolved, threaten the viability of the organization and, more generally, the health of the economy. Successfully dealing with these issues requires that both employers and employees are skilled in joint problem solving and conflict resolution. Positive employer-employee relations that reflect co-operation and teamwork are keys to success, and essential to maintaining Saskatchewan's competitive position. Progress has been made in achieving this objective. During 2005, time lost in Saskatchewan due to strikes and lockouts accounted for only 1.1 per cent of all person days lost in the nation. This is down from 1.4 per cent during 2004.

Key Results

Amend *The Trade Union Act* to facilitate the more timely settlement of first collective agreements [2005-06 planned result].

- Amended *The Trade Union Act* to establish timelines to facilitate settlement of first agreements.

Amend *The Trade Union Act* to clarify the powers of the Labour Relations Board [2005-06 planned result].

- Amended *The Trade Union Act* to set out the powers of the Labour Relations Board, and to provide the Board Chair with the authority to establish regulations regarding procedural rules.

Provide conciliation services to employers and unions requesting assistance to resolve disputes and conclude negotiations to establish or renew collective agreements [2005-06 planned result].

- Concluded 20 agreements without a strike or lockout. Negotiated settlement of five strikes/lockouts.
- Facilitated interest-based negotiations to conclude eight agreements.
- Helped resolve high profile collective bargaining disputes at Saskatchewan Association of Health Organizations (SAHO), First Bus Canada (Paratransit Services), Wheat City Metals, and Temple Gardens Mineral Spa.

Conduct grievance mediations at the request of the parties to resolve disputes which involve the interpretation and application of collective agreements [2005-06 planned result].

- Conducted 33 grievance mediations and resolved 28.

Act as an agent for the Labour Relations Board to assist in the settlement of first collective agreements, and provide conciliation or mediation serves that are directed by the Board [2005-06 planned result].

- Concluded one first collective agreement, mediated a dispute involving an unfair labour practice, and conducted a rescission vote.

Deliver training sessions to facilitate interest-based bargaining and increase knowledge and awareness of conflict resolution skills that can be applied in the workplace [2005-06 planned result].

- Five interest-based negotiation training courses were delivered and 13 conflict resolution training courses were delivered.

Assess and mediate workplace conflict [2005-06 planned result].

- Twenty-three workplace mediations were completed.

In addition to the 2005-06 planned results:

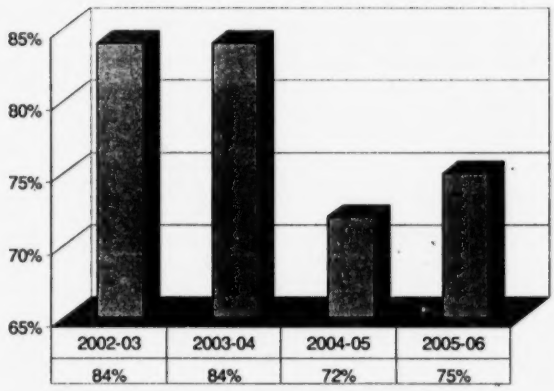
- *The Collective Bargaining Agreement Expiry Date Exception Act* was passed giving effect to IPSCO Saskatchewan Inc. and Shaw Pipe Protection Limited respective collective agreements that have terms of five years.

- *The Health Labour Relations Reorganization Act, 2004* was passed, extending the moratorium that disallowed the Labour Relations Board from hearing certain applications with respect to the health sector to January 1, 2006, and providing regulation-making authority respecting powers of the Labour Relations Board.

- *The Health Labour Relations Reorganization Regulations* were amended to allow the Labour Relations Board to hear applications regarding multi-employer bargaining units.

Measurement Results

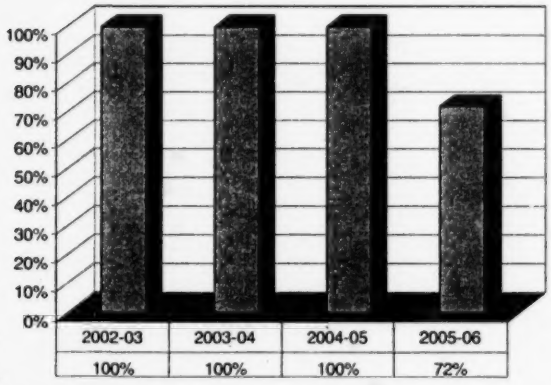
Per cent of agreements resolved in conciliation without a work stoppage



Source: Department of Labour, Labour Relations and Mediation case files.

Outcomes may vary from year to year. In certain cases, the parties may commence a strike or lockout before they request conciliation. Work undertaken by the Labour Relations and Mediation Division is subject to client demand and is cyclical in nature. The Department has no influence on the level of client demand. Rather, the parties bear complete responsibility for concluding their own agreement. The role of conciliation is to bridge the differences between the parties and assist them in achieving a settlement.

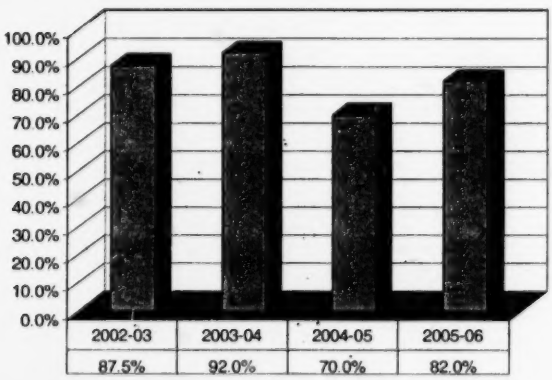
Per cent of agreements concluded in conciliation where a strike or lockout has occurred



Source: Department of Labour, Labour Relations and Mediation case files.

These results may vary somewhat from year to year. The parties may consider using an outside mediator or other dispute resolution mechanism such as interest arbitration to achieve final settlement of their differences. When this occurs, the Division would have no influence on the final settlement.

Per cent of grievances resolved in mediation



Source: Department of Labour, Labour Relations and Mediation case files.

Mediation can assist the parties to resolve grievances in many instances, but they retain the option to continue on to arbitration if that process better meets their needs.

Performance measures may vary from year to year and diverge from the target. Work undertaken by the Division is subject to client demand and is cyclical in nature.

Goal 3 – Healthy and Safe Workplaces

Objective 1 – Improved workplace health and safety

Each year, over four per cent of our provincial workforce suffers from a work-related injury or illness severe enough to take them off the job (Workers' Compensation Board Annual Report, 2005). The province's social and economic well-being depends on healthy and safe workplaces. The Department works to improve workplace health and safety through five inter-related and complementary strategies. These are:

- Engaging employers and workers in reducing workplace hazards
- Making legal standards for healthy and safe work known and enforcing them
- Providing workplaces with health and safety services to meet standards, including research, technical services, information, education and training

- Providing youth and future workers with basic health and safety orientation before entering the workforce

- Increasing public awareness to promote healthy and safe practices as part of the community and workplace culture

Changing demographics and rapid industry growth impact the number of workplace injuries and illnesses, and therefore the focus of different initiatives. For example, the Saskatchewan workforce is generally aging and the injury and illness rates of workers over 45 years of age are increasing. Growth industries, such as the petroleum and mining sectors, tend to have more inexperienced workers who in turn have higher injury rates than more experienced workers.

Key Results

Reduce lost-time injuries by five per cent by increasing the number of worksite inspections and providing education, training and technical support on identifying and controlling workplace hazards [2005-06 planned result].

- Based on WCB data, the number of lost-time injuries in 2005 continued to decrease and was 13,904, down 425 (2.97 per cent) from 2004. The injury rate decreased an additional 3.5 per cent to 4.25 per 100 workers. Injuries have been reduced by 14 per cent over the last 3 years and we have experienced one of the highest rates of reduction in all of Canada.

Develop and support the Saskatchewan workplace responsibility system through engaging employers and workers in reducing workplace hazards by:

a) Supporting the over 4,100 current occupational health committees and adding up to 300 new committees each year with a focus on larger, higher-risk workplaces

b) Providing training opportunities to 4,500 employer and worker representatives through 225 courses on the responsibilities of occupational health committees, OHS representatives and supervisors

c) Helping workplaces develop occupational health and safety programs or systems in approximately 1,600 higher-risk workplaces, focusing on 400 workplaces with the highest injuries and illnesses [2005-06 planned result]

- Increased the number of workplace occupational health committees to 4,558, including 452 new committees. These employer/worker committees now cover an estimated 227,000 workers.

- Provided training to 4,197 employer and worker representatives in 203 training courses addressing workplace occupational health committee's functions and supervision. External instructors, qualified by the OHS Division based on criteria endorsed by the OHS Council, delivered 13 additional courses to 153 employer and worker representatives.

- Targeted inspections on 2,087 higher-risk workplaces, including 265 workplaces with the highest number of injuries and illnesses.

Improve compliance with Saskatchewan legal standards for healthy and safe work by:

a) Making sure standards are known and enforced through approximately 4,500 on-site inspections, an increase of 50 per cent since the Department's *Action Plan for Healthy and Safe Workplaces* was introduced in September 2003

b) Issuing more notices of contravention to make sure standards are met

c) Prosecuting more often for serious or repeated non-compliance with health and safety standards

d) Assisting the Occupational Health and Safety Council to complete a review of provincial health and safety legislation, involving extensive stakeholder consultations, which may result in revised standards [2005-06 planned result]

- Implemented a sector approach plan, based on industry sectors rather than geographic areas, to improve the efficiency and effectiveness of enforcement and education initiatives. During the implementation phase, officers conducted 4,079 on-site workplace inspections plus 28 inspections by new officers in training (accompanying experienced officers).

- Issued 4,247 contraventions, including 242 cessations of work.

- Investigated 102 serious accidents or incidents, 18 fatalities, 24 refusals to do unusually dangerous work, 35 complaints of discriminatory action, and 58 harassment cases.

- Granted 48 exemptions to current standards and addressed 21 appeals of Notices of Contraventions.

- Enhanced resources for investigations and prosecutions by completing a successful pilot initiative with WCB and Saskatchewan Justice to dedicate a prosecutor to OHS and WCB related cases, including initiating 25 new prosecutions, tripling the number of OHS related prosecutions from previous years. This successful pilot has resulted in the permanent assignment by Saskatchewan Justice of a full-time prosecutor dedicated to the prosecution of OHS and WCB related cases.

- Supported the OHS Council to conclude its review of OHS legislation. In January 2006, Council submitted to the Minister its report containing 16 recommendations relating to both the adequacy of the legislation as well as its administration, to consider approximately 200 regulatory amendments.

- Concluded consultations with over 130 stakeholder groups and developed new regulations for Saskatchewan, the most rigorous of its kind in Canada, to mandate the use of safety-engineered needles in health care and correctional facilities and require workplaces to have improved infection control plans in all sectors.

- As part of the targeting program with Workers' Compensation Board under the *WorkSafe Saskatchewan* partnership, prioritized enforcement and education activities, focused on 20 firms (10 employers from non-health sectors and ten from the health sector) with higher injury records based on WCB claims. The ten employers targeted from non-health sectors experienced a composite injury reduction of 16 per cent over the past two years.

- The health sector represents about 9 per cent of all workers covered by WCB but accounts for approximately 13 per cent of all time loss claims. Development of a strategy and inspections protocol for the health sector resulted in tripling the number of inspections in this sector and issuing five times more contraventions. The number of time loss injuries in this sector declined to 6.59 per cent in 2005, the lowest it has been in five years.

Provide health and safety services for workplaces to reduce hazards to meet health and safety standards by:

a) Providing 4,500 technical services in such areas as hygiene, toxicology, ergonomics and radiation with increasing emphasis on ergonomic and radiation safety

b) Undertaking applied research to reduce workplace hazards in at least 10 targeted industries and occupations

c) Enhancing technical support to workplaces to better manage hazards and address emerging issues in workplace conditions and communicable diseases

d) Providing information, education and training through presentations, publications and websites [2005-06 planned result].

- Conducted 20 applied research projects, including a review of newly classified carcinogens and occupational exposure limits, the evaluation of organ doses in pediatric radiographic examinations and analyzing youth injury trends.

- Provided 2,775 health and safety technical services in occupational hygiene and ergonomics including responding to requests regarding working environment, processing laboratory samples, providing testing equipment to workplaces and providing environment assessments for such issues as asbestos removal and intensive agricultural operations.

- Provided 1,679 radiation safety services, protecting 5,178 workers and the public at large, including laboratory tests and calibrations of equipment, quality assurance tests for medical and dental workplaces, on-site inspections and consultations.

- Provided 273 toxicology services, including consultations, risk assessments at workplaces, investigations of causes of illness at

workplaces and auditing of material data sheets as part of the Workplace Hazardous Materials Information System (WHMIS) program.

- Provided 448 technical support services to the mining sector including administering exams for blasting explosives, supervisors and mine rescue operations.

- In partnership with the University of Saskatchewan, provided an Occupational Health Clinic and Chief Occupational Medical Officer service to review specific occupational health illness cases and provide advice on prevention programming, such as eye injuries in welding and manufacturing.

- Provided 435 presentations on health and safety issues, reached nearly 14,000 participants through loans of video resources and responded to over 18,000 calls on health and safety matters.

- Supported three of the 15 participants to attend the OHS Applied Certificate Program through the Saskatchewan Labour OHS Practitioner Award Fund, which was established to help workers pay the costs of the OHS Applied Certificate Program offered at SIAST's Kelsey Campus in Saskatoon and expanded through SIAST's distance education initiative to Regina. The 12-week applied certificate and prior learning assessment process (PLAR) was developed through a partnership involving labour, industry, government and post-secondary organizations.

- Provided workplaces and the public with occupational health and safety information, including 10 new or revised publications on issues such as hantavirus disease, anhydrous ammonia hazards, sharps injury protection for health care and corrections workers, damaged metal halide light injuries for workers and teachers and anti-harassment in the workplace.

Increase healthy and safe work practices as part of community and workplace cultures through:

a) *WorkSafe Saskatchewan* promotion activities such as the worksafesask.ca website with over 1,000 articles

b) Partnerships with public and private agencies, such as North American Occupational Safety and Health (NAOSH) Week [2005-06 planned result]

- *WorkSafe Saskatchewan*, a prevention promotion partnership between Saskatchewan Labour and the Workers' Compensation Board, continued its television placement, radio and print promotional campaign, expanded its website to over 1,100 articles and received more than 268,000 visits to raise awareness of workplace safety. This public awareness campaign was expanded and enhanced through a series of new initiatives including interactive e-learning tools for health and safety orientation and a Safe Worker Award that was developed in partnership with the Saskatchewan Federation of Labour and the Saskatchewan Safety Council.

- Saskatchewan Labour, in partnership with representatives from the WCB, Canadian Society of Safety Engineering (CSSE), the Canadian Centre for Occupational Health and Safety (CCOHS), the Government of Canada, Saskatchewan Safety Council and the safety associations, hosted the provincial launch of NAOSH Week 2005.

Help young people make the transition from school to work by training 160 teachers to deliver work skills education to approximately 4,000 students [2005-06 planned result].

- Delivered *Ready For Work* program orientation to 159 teachers through 10 workshops. This would translate into approximately 3,900 students being provided with work skills education resources. *Ready for Work* is a comprehensive program of health and safety and labour standards activities and resources developed in partnership with Saskatchewan Learning. The resources support practical and applied arts courses and a core component of the curricula for career and work exploration in Grades 10, 11 and 12.

- Embarked on Phase II of the *Building OHS Capacity Sector Partnership* between Saskatchewan Labour, Saskatchewan Learning, SIAST and key OHS stakeholders to design programs to help workers and employers increase their knowledge and skills in reducing workplace injuries and illnesses. Phase II of this successful partnership focuses on involving the aboriginal community, reaching more young workers and providing more access to post-secondary programs.

- Saskatchewan Labour has worked with Agriculture in the Classroom Inc., Saskatchewan Learning, and other partners in the educational community, to develop the *Grow Up With Safety* program. This innovative program of injury prevention resources is designed to support the delivery of grades 1-9 health education curricula in Saskatchewan. It is anticipated these resources will be made available to schools for the beginning of the 2006/07 school year.

Enhance protection for fire fighters [Throne Speech commitment].

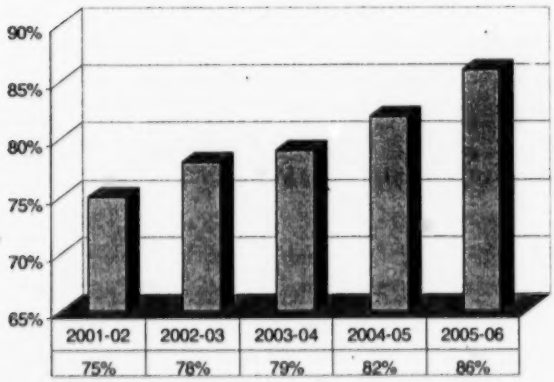
- Amended *The Workers' Compensation Act, 1979* to expand the list of diseases related to the occupation of firefighting whereby it is presumed that a fire fighter who has one of the listed diseases acquired the disease as a result of his or her working as a fire fighter.

Enhance protection for health care workers [Throne Speech commitment].

- Enacted new OHS regulations that require the use of needle safe devices and improved exposure control plans, the most rigorous of its kind in Canada, to reduce puncture injuries of health care and correctional workers.

Measurement Results

Percentage of Saskatchewan workers who are working in provincially regulated workplaces [with ten or more workers] that have occupational health committees



Sources:

- *Statistics Canada 61F0040XCB,* Canadian Business Patterns, *2003*
- *Statistics Canada 71F0004XCB,* Labour Force Historical Review, *2003*
- *Department of Labour, Occupational Health and Safety Committee Program*

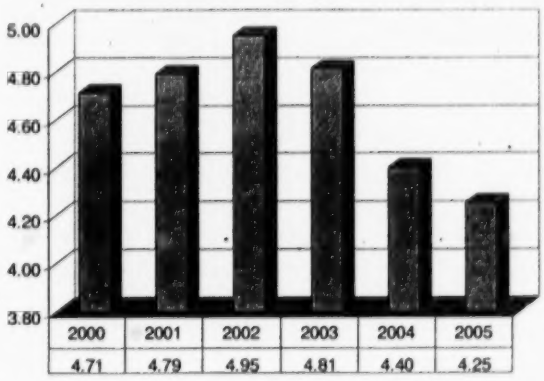
The performance measure is calculated by dividing the number of workers covered by active occupational health committees (OHC) by the estimated number of workers in provincially regulated workplaces with 10 or more workers.

The estimate of the number of provincial workers in workplaces of 10 or more employees was recalculated from 2002-03 using Statistics Canada Business Registry and Labour Force data, giving an estimate of 265,000 workers rather than the 300,000 initially used in the calculation of the measure reported in the 2002-03 Annual Report.

The Department has direct influence over the percentage of workers covered by OHCs to the extent the legislated requirements are enforced. The actual rate of compliance will be impacted by the commitment of employers to implement and support an OHC, particularly in smaller, more transient workplaces. An accurate estimate of the number of workplaces and number of workers that require an OHC is difficult to obtain.

The improvement in this performance measure is due to an increase of 452 new occupational health committees in Saskatchewan. The Department will continue to expand the number of occupational health committees in the future with a commitment to increase the number of committees by a further 300 in 2006-07.

Lost-time injury rate



Sources: Statistics Canada 71F0004XCB, Labour Force Historical Review, *2003*

The lost-time injury rate measures the number of injuries reported to and accepted by WCB per 100 full-time equivalent workers.

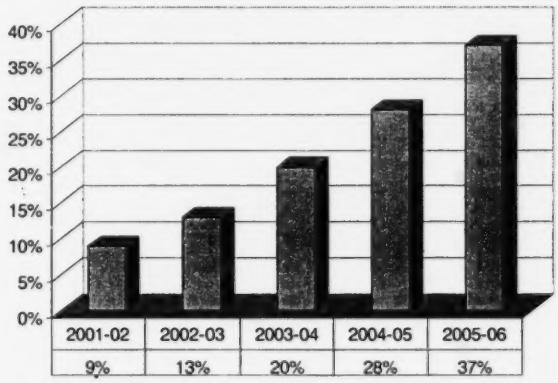
The number of WCB accepted claims in a calendar year involving lost time from work is divided by the estimated number of full-time equivalent workers based on Statistics Canada industry average wage data and WCB payroll information. As not all workers are covered by WCB, not all workers report injuries or illnesses and the estimated number of full-time workers is a derived number, the rate is only a proxy for the actual number of workplace injuries or illnesses.

Each year over 4 per cent of our workforce suffers from a work related injury or illness severe enough to take them off the job. In 2002, 15,174 Saskatchewan workers lost time from their jobs – a lost-time injury rate of 4.95 per cent. This was the second highest injury rate in Canada. Progress is being made. We set an initial target of a 20 per cent reduction – down to 4 per cent over the next four years. The injury rate was 4.81 in 2003, 4.40 in 2004 and 4.25 in 2005, a decrease of 14 per cent in the last three years. We are on target to meet our initial goal and will establish a goal for Phase II of this initiative. More workers are now covered by WCB, but fewer workers are being injured.

This measure is commonly used in other jurisdictions and does provide an indicator of the relative number, type and severity of injuries for most workplaces. Based on WCB statistics, not all workers are covered, notably most farmers and farm workers are excluded. The data are based on reported and accepted claims. Also, the data tends to focus on traumatic events, such as injuries rather than illnesses, and as different industries tend to have different reported injury rates, changes in type of employment can affect the overall rate.

The Department has a low level of influence on the overall workplace injury rate. Economic factors among many others influence, on a yearly basis, workplace injuries.

Percentage of Practical and Applied Arts high school students receiving occupational health and safety orientation as part of the* Ready for Work *program



Sources: Saskatchewan Learning and Saskatchewan Labour databases

The performance measure is calculated by multiplying the number of practical and applied arts teachers who have received orientation training by the average number of students in a class (25), then dividing by the total number of practical and applied arts students (enrolled in a three year cycle).

In 2005-06 the number of practical and applied arts high school students receiving occupational health and safety orientation increased nine percentage points over 2004-05.

The number of students receiving occupational health and safety orientation increased as a result of an increase in the total number of teachers who have received orientation training.

Saskatchewan Labour has no influence over the practical and applied arts courses that are offered in provincial high schools. However, through ongoing collaboration with the Curriculum Branch of Saskatchewan Learning, the Department has a moderate level of influence over the training of practical and applied arts teachers in the *Ready For Work* program. It is reasonable to assume that the number of students exposed to *Ready For Work* resources will increase in conjunction with the number of practical and applied arts teachers who register for and receive training in the use of the program.

For more information on specific action plan initiatives and periodic updates on these initiatives visit www.labour.gov.sk.ca.

Objective 2 – Improved Work-family/Life Balance

The significant increase in the number of dual-earner families (and lone-parent families) has intensified the stress and fatigue many employees experience as they attempt to balance the needs of their jobs and their families. Employers' interest has heightened in this issue as research shows that work-family conflict impacts on the economic well-being of business and service organizations in the private, public, and non-profit sectors. The Work and Family Unit was established to assist all sectors in the province to strengthen their capacity to develop workplaces that are more family-friendly.

Key Results

Continue to engage with workplaces to implement *The Family-Friendly Workplace Portfolio* [2005-06 planned result].

- Six workplaces are or have begun working with *The Family-Friendly Workplace Portfolio.*

- Continue to train groups of workplace representatives (human resource directors, union representatives, managers, wellness co-ordinators) about how to use *The Family-Friendly Workplace Portfolio* [2005-06 planned result].

- Seven groups (including human resource directors, human resource managers, employer associations, union groups and a multi-sector group from a rural community) received formal training in applying *The Family-Friendly Workplace Portfolio.* The number of individuals who participated in these sessions was 163.

Implement the inaugural Family-Friendly Workplace Award [2005-06 planned result].

- This award was successfully implemented. The gala event on December 1, 2005, recognized the winners that were selected from 56 applicants.

Facilitate, in co-operation with Saskatchewan Community Resources and Employment and Saskatchewan Learning, research on parental leave utilization in Saskatchewan [2005-06 planned result].

- The Unit provided direction and oversight to a researcher who worked with Statistics Canada in gathering the data on the utilization of maternity and parental leave within Saskatchewan.

Facilitate a two-year initiative on lower-waged employees and work-family issues [2005-06 planned result].

- The Unit worked with community groups in obtaining resources, leadership and support for a two-year low-waged project. This fiscal year, the initiative brought together 52 low-waged employees to discuss their work-family balance issues and developed a learning event for employers in the retail and hospitality sector who came together early in 2006-07 (June 8, 2006). Low-waged employees were also assisted to participate in the consultations with the Commission on Improving Work Opportunities for Saskatchewan Residents.

Prepare an analytical paper on the benefits of enacting new family responsibility leave provisions within *The Labour Standards Act* [2005-06 planned result].

- This key action was not undertaken due to resource prioritization within the Unit.

Undertake a strategy to increase awareness of the family-friendly provisions within *The Labour Standards Act* [2005-06 planned result].

- The Unit co-chaired a partnership committee with the Saskatchewan Human Rights Commission that included the Department's Labour Standards Branch and Status of Women Office, Saskatchewan Health, Service Canada and the Breastfeeding Committee for Saskatchewan to produce the booklet *Pregnancy, Parenting and the Workplace...What Employees and Employers Need to Know.* This booklet was officially launched on May 12, 2006.

Facilitate the Vanier Institute of the Family (VIF) Saskatchewan 'Celebration of Family' [2005-06 planned result].

- This Key Action was not undertaken due to resource prioritization within the Unit.

Facilitate the development of ongoing and new research capacity at the University of Saskatchewan and the University of Regina relative to work-family issues [2005-06 planned result].

- The Unit continues to collaborate with the Saskatchewan Population Health Evaluation Health Research Unit (SPHERU) on a study on health and multiple roles (work-family) which includes aboriginal employees. Data collection for this research is complete and the analysis is underway.

- In November 2004, the Unit agreed to assist the Community-University Institute of Social Research (University of Saskatchewan) in its application to obtain funding for research on the quality of life in the core area of Saskatoon. In spring 2005, this application received funding for a complete proposal. In spring 2006, the Unit participated as a key partner in revising the proposal for federal funding.

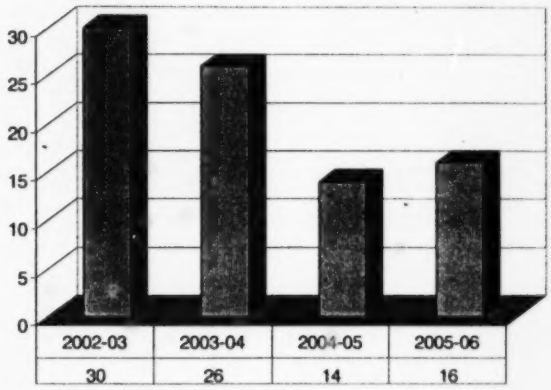
In addition to the 2005-06 planned results, the Work and Family Unit:

- Prepared a comprehensive submission to the Federal Labour Standards Review Commission. The submission was presented to the Commission in September 2005. In February 2006, the Unit's Executive Director was invited to meet again with the Commission to discuss further the Saskatchewan submission. The Unit also served in an advisory capacity to the Vanier Institute of the Family, which, for the first time, prepared a brief on working conditions from a family well-being perspective.

- Responded to a request to provide research assistance to the Commission on Improving Work Opportunities for Saskatchewan Residents. A chapter in this report deals specifically with work-family balance issues from the perspective of vulnerable employees.

Measurement Results

Number of workplaces/organizations that request assistance in becoming aware of work and family issues



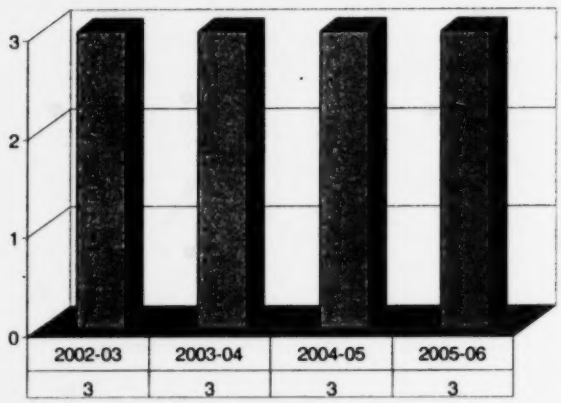
Source: Saskatchewan Labour, Work and Family Unit administrative records.

The measure is based on the number of workplaces/organizations that request and receive assistance in becoming aware of work and family issues. It is a reflection of voluntary involvement of employers, employees, and organizations in becoming more family-friendly.

The number of individuals who participated in these awareness sessions was 584.

This number has decreased from the earlier years when more 'awareness' training was requested due to the newness of the Unit.

Number of work and family community-based partnerships



Source: Saskatchewan Labour, Work and Family Unit administrative records. Information from local groups in Yorkton, Regina, and Saskatoon.

This measure is a reflection of the capacity-building approach to assisting workplaces and communities to develop community-based partnerships. The extent to which these groups become effective is a product of numerous contextual factors over which we have little control.

The three community-based Work-Family/ Life groups are successful in strengthening employer, employee, and community capacity towards creating family-friendly workplaces.

- In April 2005, the Regina Work Life Balance Network received formal training on using *The Family-Friendly Workplace Portfolio*. In October 2005, this Network sponsored an executive breakfast, which included promotion of the Saskatchewan Work and Family Balance Awards. The Network also assisted with Awards outreach.

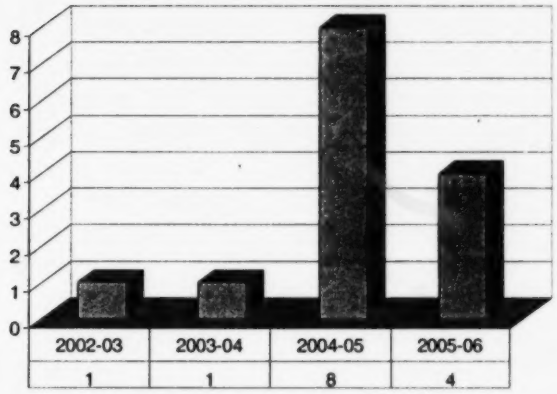
- In October 2005, the Yorkton Balancing Work and Family Committee held a multi-sectoral breakfast to draw employers' attention to the Saskatchewan Work and Family Balance Awards. The Committee also assisted with Awards outreach.

- The Balancing Work and Family Alliance (as the Unit's community partner) took the lead in launching the inaugural 2005 Saskatchewan Work and Family Balance Awards. The Awards culminated in a gala celebration of the award winners on December 1, 2005, with over 200 in attendance. In September 2005 the Alliance prepared and presented a submission to the Federal Labour Standards Review Commission.

The Work and Family Unit functions as a development and training consultancy for the above groups, and assists in a capacity-building fashion in supporting these local events. This year, the unit met with a group in Swift Current. There appears to be interest in further development in that area, however, resources of the Unit are limited.

External factors have a high degree of impact on the community-based groups since they are dependent on local leadership and the availability of volunteer commitment and community resources.

***Number of workplaces/organizations that the unit is assisting to make sustained culture change through application of* The Family-Friendly Workplace Portfolio**



Source: Saskatchewan Labour, Work and Family Unit administrative records.

Sustained culture change refers to a process that develops a family-friendly approach to many aspects of work, including work arrangements, management style and the overall attitudes and values within the work environment.

According to this measure, four workplaces are involved in a sustained culture-change process. However, this measure does not properly reflect the number of workplaces and workplace organizations that have participated in training in applying *The Family-Friendly Workplace Portfolio*. Six workplaces have begun working with *The Family-Friendly Workplace Portfolio* and a further seven workplace groups, associations and/or organizations received training with *The Family-Friendly Workplace Portfolio*. Since the Portfolio is fairly 'self service', it is likely that some workplaces are implementing some of the tools in their efforts toward making their workplaces more family-friendly.

While the Work and Family Unit is a new program (established mid 2000-01 and not staffed until late 2001-02) with a broad developmental mandate, by the close of 2005-06 it is clear that this program is making substantive progress towards its objective of achieving "improved work-family/life balance." This is indicated through the completion in 2005-06 of three major projects (the 2005 Saskatchewan Work & Family Balance Awards,; the booklet *Pregnancy, Parenting and the Workplace...What Employees and Employers Need to Know*, and a leadership role within the Federal Labour Standards Review).

The strong response to the Saskatchewan Work & Family Balance Awards, numerous media contacts, and the interest in awareness sessions and training in respect to *The Family-Friendly Workplace Portfolio* suggest that the number of family-friendly workplaces in the province is increasing and that services of the Work and Family Unit are utilized and recognized by the residents of Saskatchewan.

Objective 3 – Fair and timely resolution of workers' compensation appeals on behalf of injured workers

The Office of the Worker's Advocate (OWA) provides assistance to any injured worker or dependant of any injured worker who has suffered a work related injury and who has a dispute with the Workers' Compensation Board concerning their claim for compensation. Advocates represent workers or their dependants at appeals with the Workers' Compensation Board. In addition to representing workers through the appeals process, the OWA will assist an injured worker to obtain benefits they are entitled to without taking the dispute through the appeals process. A work-related injury could have a significant impact on a worker and his/her family should the worker not receive the benefits he/she may be entitled to. An early resolution of disputes with the Workers' Compensation Board can minimize the negative financial, medical and family impacts disputes can cause.

Key Results

Streamline processes to ensure that injured workers requesting assistance are dealt with in a timely and appropriate manner [2005-06 planned result].

- Reduced the waiting time for the services of an advocate from nine months, in April 2004, to eight weeks, in April 2006. The workers who were waiting for this service had taken their appeal to the Appeals Committee, and the appeal had been denied. They needed the services of an advocate to prepare the appeal and to represent them at the final level of appeal, the Board members.

- Waiting time for workers to be provided assistance in preparing their file for submission to the Appeals Committee was reduced to less than one week after initial contact with the office.

- Initiated a new case management process to refer files in pre-determined categories to an advocate as soon as the worker or family member approached the OWA for assistance. This meant that those workers who were unable to research and prepare an appeal on their own, received assistance within nine weeks of contact with the office.

- Staff continued to attend regular training sessions with the Workers' Compensation Board to ensure that they remain current with new and revised workers' compensation legislation and policies. This training resulted in the advocates having a more in-depth knowledge of workers' compensation legislation.

Develop new programs to track and analyze the requests the OWA receives [2005-06 planned result].

- Continued the identification and development of new systems for the purpose of tracking and analyzing new requests received by the office.

Monitor the type of assistance requested by the injured worker and the type of

assistance subsequently provided [2005-06 planned result].

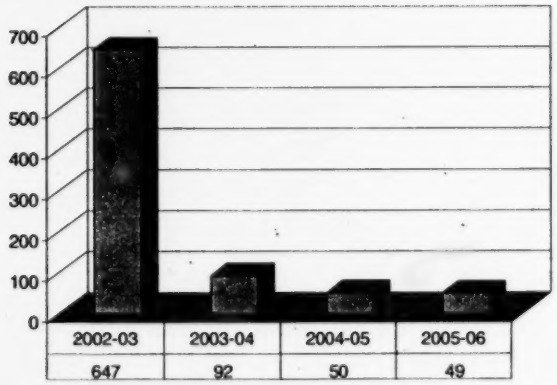
- Continued to monitor the type of assistance requested by injured workers and the assistance provided.

Analyze the incoming workload to determine the appropriateness of the OWA resources [2005-06 planned result].

- Implemented a system to track the number and type of files the OWA receives on a monthly basis. This information was used to confirm resources are being utilized effectively.
- Completed a review of the utilization of resources and have modified some functions that improved effectiveness and efficiency of the services of the OWA.

Measurement Results

The number of files waiting for the services of Worker's Advocate

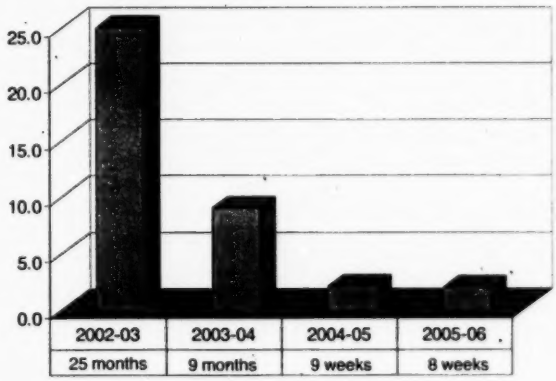


Source: Saskatchewan Labour, Office of the Worker's Advocate records.

This measures the OWA's ability to provide service to clients in an effective and efficient manner. This also allows the OWA to determine the resource requirements.

This measure quantifies the number of assigned files in comparison to the total number of files, both assigned and unassigned, being held by the OWA. By tracking the percentage of assigned files, the OWA can gauge the success of the programs offered as well as ensure the office has the appropriate amount of resources.

Length of time an injured worker must wait for the services of a Worker's Advocate



Source: Saskatchewan Labour, Office of the Worker's Advocate Division records.

This measure calculates the length of time from when the file is put into the backlog and to when that file is assigned to an advocate.

This measures the OWA's ability to provide service to clients in an effective

manner. This will enable the OWA to provide services that best suit the needs of injured workers. The length of time a worker has to wait for assistance reflects directly on the quality of service the OWA delivers.

The OWA has no control over the number of requests it receives. Should the number of requests from injured workers increase, there is a risk that the wait for service will increase.

Goal 4 – Equality of Saskatchewan Women

Objective – Increased reflection of issues affecting women in government policies

The Government of Saskatchewan recognizes and appreciates women's diverse contributions to the success and prosperity of this province. Women play a key role in the economic, social, political and cultural development of Saskatchewan, but still face barriers that prevent them from participating fully. Issues such as balancing work and family, responsibilities for unpaid work and care-giving, violence in the home and harassment in the workplace, adequate housing and health care, and employment and training needs affect not only women and their families, but society as a whole and governments at all levels. Saskatchewan women represent a substantial and valuable pool of human resources. If their collective potential is to be fully realized, governments need to respond to the issues and barriers women confront in ways that are innovative and productive.

It is important to note that some women, particularly aboriginal women, visible minority women, and women with disabilities, face additional barriers and challenges to achieving equality. Policies and programs, to be fully effective, must respond to diversity as well as gender to facilitate the achievement of all women's full potential.

Through the *Action Plan for Saskatchewan Women*, the government will support initiatives that will assist women to move forward in many aspects of their lives - economically, socially, politically and culturally. The Action Plan identifies key government initiatives under four objectives:

- Economic equality and security of all Saskatchewan women
- Safety for all Saskatchewan girls and women
- Health and well-being for all Saskatchewan women
- Equitable participation of women in leadership and decision-making

Government policy and decision makers continue to receive gender-based analysis training, which will provide them with the skills and tools to identify how government policies and programs impact women, men and diverse groups of women and men in Saskatchewan.

Key Results

Monitor and report on progress made on the proposed 57 actions in *The Action Plan for Saskatchewan Women* [2005-06 planned result].

- Progress on *The Action Plan for Saskatchewan Women* is monitored on an on-going basis. The second progress report is anticipated in the fall 2006.

Deliver a systematic process to guide the integration and monitoring of gender-based analysis (GBA) into government decision-making processes by providing training and education for managers, senior policy analysts, advisors and key government staff [2005-06 planned result].

- The Status of Women Office (SWO) continues to offer gender-based analysis seminars to government departments and agencies, as well as Crown corporations. In 2005-06, 34 public service staff received gender-based analysis training.

Provide expert advice, analysis, and resources to remaining public sector employers and other workplaces undertaking pay equity projects [2005-06 planned result].

- Continued to provide advice, analysis and resources to organizations that are covered by the Pay Equity Policy Framework.

Provide grants to women's organizations to celebrate International Women's Day and raise awareness of women's issues [2005-06 planned result].

- In 2005-06, the Status of Women Office sponsored 91 organizations, which in turn hosted 49 events throughout the province, in recognition of International Women's Day (March 8).

Meet annually with women's groups to ensure that women's voices, their issues, ideas and solutions, are considered in the development of government policy that impacts women [2005-06 planned result].

- The 3rd Annual Women's Forum took place in April 2005 with representation from government and approximately 45 non-government organizations. This forum provided an opportunity for women's groups to respond to the first *Progress Report on the Action Plan for Saskatchewan Women*, as well as to network and participate in-group discussions.

Develop and deliver a variety of informational materials for women's organizations, other organizations and the public on services for women, statistics on women, funding for projects and gender-based analysis [2005-06 planned result].

- In 2005-06, the Status of Women Office participated with other Status of Women Offices from across Canada, and Statistics Canada to produce an update to the 2002 statistical report entitled *Assessing Violence Against Women: A Statistical Profile.*

- The content of the new report, *Measuring Violence Against Women: Statistical Trends 2006*, will include data from the 2004 General Social Survey (GSS), the 1999 General Social

Survey, and the 1993 Violence Against Women Survey. A section of the document is dedicated to aboriginal women and their experiences of violence. This disaggregated data will be of considerable interest to the Canadian public and researchers. Due to the inclusion of Canada's northern territories in the 2004 GSS for the first time, there will also be a section of the document specific to the North.

- In addition, the SWO updated and distributed *Funding Opportunities for Saskatchewan Women and Families*, and *A Celebration of Women's Lives*, a booklet that highlights events, policy and legislation that, and extraordinary women who, have had an impact on Saskatchewan women's lives.

- The SWO also produced and distributed *Saskatchewan Women in WWII... A Snapshot in Time* for Women's History Month. This publication is a snapshot of the reality of the day-to-day lives of Saskatchewan women and their children and families during wartime.

Provide grants to women's organizations and other community organizations for projects that will address women's issues [2005-06 planned result].

- Grants ranging from $100 - $5,000 were provided to 10 organizations during 2005-06 for a total of $7,650. Some examples include:

  - Start-up funds to the Northern Women's Network to develop leadership and capacity building for women in Northern Saskatchewan

  - Support to plan and prepare for the International Association of Women in Policy Conference scheduled to take place in Saskatoon in July 2006

  - Sponsorship of the YWCA Women of Distinction Award Banquets

  - Funding to the Regina Plains Museum to support the Women of Influence exhibit

Host the next annual meeting of Ministers Responsible for the Status of Women [2005-06 planned result].

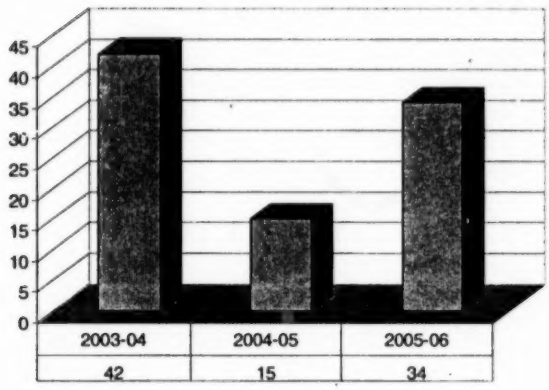
- Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women has been meeting annually since 1981. These annual meetings provide an opportunity for Canadian jurisdictions to examine ways of advancing equality for women, as well as to exchange information on important issues affecting women in Canada. Saskatchewan hosted this meeting in Regina, September 21-23, 2005.

- At this meeting, Ministers and senior officials were provided with information about research on maternity and parental benefits. They also met with the federal Justice Minister and Attorney General of Canada to discuss issues of mutual concern.

- In addition, the Saskatchewan meeting resulted in agreement among FPT ministers to host a first-ever policy forum on aboriginal women and violence that was held in Ottawa in March 2006.

Measurement Results

Number of key government staff who have completed gender-based analysis training annually



This measure quantifies the number of staff across government who receive gender-based (GBA) training. The quality of the training is also measured through a pre-training assessment and post-training evaluation. Training is important if individual government departments and agencies are to ensure that women's issues are considered as an integral part of their policy development and decision-making processes.

Information regarding the role of the Status of Women Office, government policies pertaining to women, publications available from the SWO, the Saskatchewan Women's Directory Online, and statistical updates and links to other organizations can be found on the SWO website at www.swo.gov.sk.ca.

2005-06 Financial Results

Summary of Expenditures

2005-06 Financial Results Summary of Expenditures (000's)

Subvote/Subprogram	Original Estimate	Actual Expenditure	Variance Over/(Under)
Central Management and Services	4,598	4,600	2
Occupational Health and Safety	5,977	5,950	(27)
Labour Relations Board	790	760	(30)
Labour Relations and Mediation	511	464	(47) [2]
Labour Standards	1,947	2,057	110 [1]
Worker's Advocate	541	519	(22)
Status of Women	380	402	22 [3]
Amortization of Capital Assets	26	0	(26) [4]
Subvote Total	14,770	14,752	(18)
Subtotal	0	0	0
Special Warrant Funding	0	0	0
Statutory Adjustment	0	0	0
Total Expenditure	14,770	14,752	(18)

Explanations of Special Warrants and Major Variances

1 Over-expenditure due to the Commission on Improving Work Opportunities for Saskatchewan Residents.

2. Operating savings.

3. Severance payment and vacancy savings.

4. Error in amortization charge to branches rather than to this subvote.

Variances greater than $100,000 and/or five per cent of the subvote amount are identified.

Summary of Revenues

The Department collects revenue relating to the sales of licenses and service fees for inspections and registrations on behalf of the government. The Department also receives transfers from Crown entities and other governments for services provided to them. All revenue collected is deposited in the General Revenue Fund. A summary of the Department's 2005-2006 budgeted revenue compared to actual revenue is presented below. Variance explanations are provided for all variances that are greater than $5,000.

in thousands of dollars

Revenue Category	Budget	Actual Revenue	Variance Over/(Under)
Other Licenses and Permits/Examination Fees	1	1	0
Sales, Services and Service Fees	6	5	(1)
Other Miscellaneous Services/Other Registration Fees	37	37	0
Fines, Forfeits, and Penalties/Fines and Costs	2	2	0
Transfers from the Federal Governement	250	250	0
Transfers from Crown Entities	8,023	8,421	398 [1]
Other Revenues, Casual Revenue	13	38	25 [2]
Total Revenue	8, 332	8,754	422

Explanations of Major Variances

1. Increase in Occupational Health and Safety Division costs due to increased costs for accommodation, salaries, and staffing of positions.

2. Higher than anticipated casual revenue and refund of previous year expenditures.

All moneys collected are remitted to the credit of the General Revenue Fund.

Where to Obtain Additional Information

If you have questions or comments about the annual report, or would like additional copies, contact:

Saskatchewan Labour
Communications Branch
(306) 787-3637

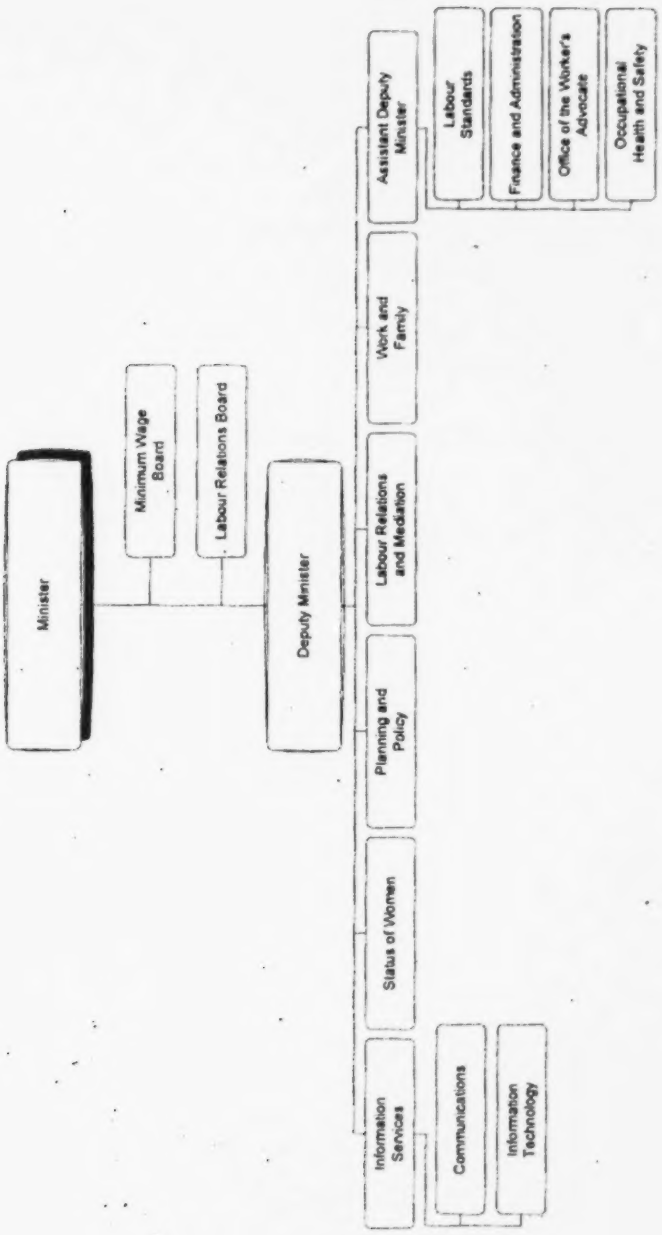
Or visit us online at:
www.labour.gov.sk.ca

For additional information, visit:

www.readyforwork.sk.ca
www.swo.gov.sk.ca
www.workandfamilybalance.com
www.worksafesask.ca
www.sasklabourrelationsboard.com

Appendices

Appendix A: Organization Chart
(as of March 31, 2006)



Appendix B: Legislation administered by Saskatchewan Labour

The Building Trades Protection Act
The Construction Industry Labour Relations Act, 1992
The Employment Agencies Act
The Family and Community Services Act
The Fire Departments Platoon Act
The Health Labour Relations Reorganization Act
The Human Resources, Labour and Employment Act
The Collective Bargaining Agreement Expiry Date Exception Act
The Labour Management Disputes (Temporary Provisions) Act
The Labour Standards Act
The Occupational Health and Safety Act, 1993
The Radiation Health and Safety Act, 1985
The Trade Union Act
The Victims of Workplace Injuries Day of Mourning Act
The Wages Recovery Act
The Women's Affairs Act